Food processing manufacturers fact sheet

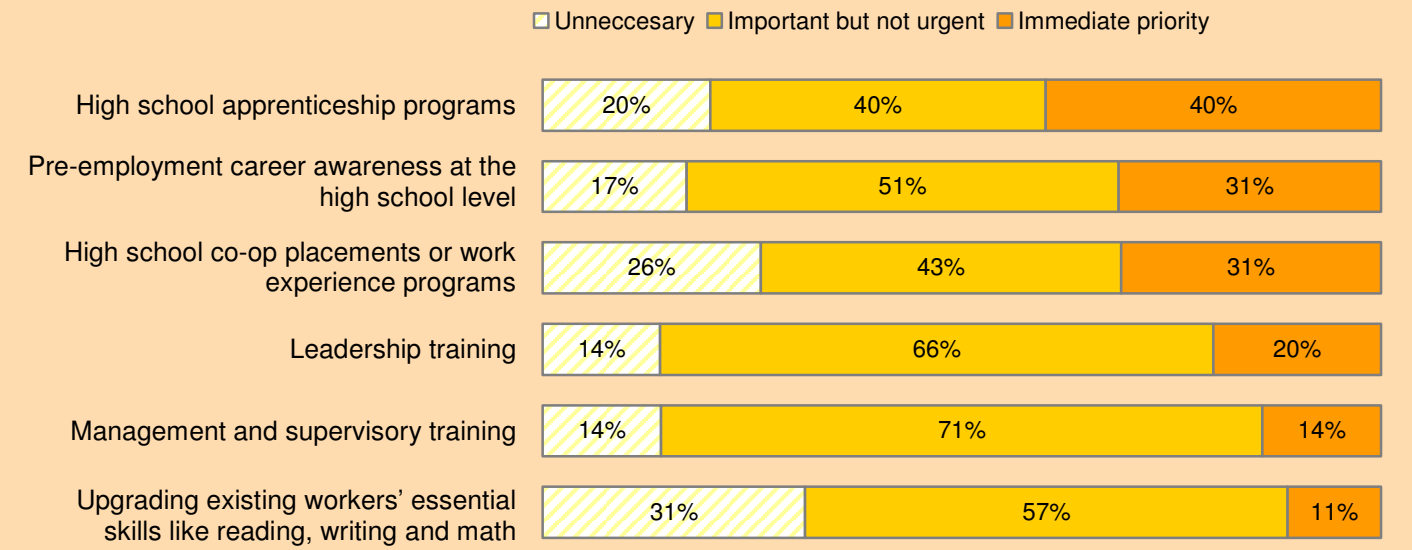
Succession planning: Approximately one-third of food processing manufacturers (35%) have a succession plan in place. A similar proportion have either started to think about a succession plan (32%), or have given little or no thought to succession planning (32%).

Turnover rates: The overall turnover rate for food processing manufacturers is 13%. When broken down by employee skill level the turnover rate is 11% for skilled and 14% for unskilled employees. Note: Turnover rate is calculated as the number of employees who left voluntarily in the last 12 months divided by the total number employed.

Skills gaps: Skills in need of improvement when hiring from the current Manitoba labour pool.

Skill	%
Supervisory or management skills	20%
Entrepreneurship	18%
Leadership	17%
Teamwork	17%
Conflict resolution	15%
Problem solving	15%
Project management	12%
Planning	12%
Verbal communication in English	12%
Reading, understanding and using documents	11%
Workplace math	9%
Mechanical aptitude	6%
Reading technical drawings	3%
Manual dexterity	3%
Networking	3%
Computer usage	3%

Manufacturing sector priorities: Priorities were pre-identified and then rated as unnecessary, important but not urgent or an immediate priority for the sector.



Occupations: Food processing manufacturers were read a list of occupations and asked if they have difficulty finding (recruitment) or difficulty keeping (retention) employees in these positions. They were also asked if they will increase the number of people in these occupations within the next five years.

Figure 1 OCCUPATIONS

NOC code	Occupations	Finding	Keeping	Increase
9619	Entry level employees or unskilled labourers	50%	56%	50%
0611; 1122	Sales and marketing	33%	19%	40%
1111	Accountants	25%	16%	33%
0721	Facility Operation and Maintenance Managers	42%	10%	30%
0911	Plant Managers	46%	14%	27%

Note: Findings are based on a minimum of 50% of all Manitoba food processing manufacturers employing these positions within their organizations.